FOR MYSORE STATE

19[illegible]) Department.

SERIES.

[illegible] Letter No.No.[illegible]

Dated 6th February 1948

[Despatch Abstract.]

LABOUR - Survey of the position regarding Works Committees

Government of India
Ministry of Labour

No.L.P. 59 (2)

From

Rai Bahadur H. Khanna,
Deputy Secretary to the Government of India

To

All Provincial Governments and
Chief Commissioners (3 copies each)

Dated New Delhi, the13th December, 1947.

Sub: Survey of the position as regards Works Committees.

Sir,

I am directed to invite attention to section 3 of the Industrial Disputes Act, 1947 which provides for the establishment of Works Committees in Industrial establishments employing one hundred workmen or more. It is proposed to place before the next Indian Labour Conference to be held at New Delhi about the middle of April 1948, a brief survey of the present position as regards Works Committees and I am to request that a short memorandum on the subject, together with available statistics, may be furnished (in duplicate) so as to reach this Ministry by the middle of February 1948.

The Memorandum should be in two parts, the first part dealing with the position regarding Works Committees (or by whatever name they were known), industry-wise, before the Industrial Disputes Act, 1947, came into force, namely, their number, constitution, functions, usefulness, and the nature of questions tackled by them etc. and the measures taken or proposed to be taken to fit them into the scheme outlined in the Act. The second part should deal with the steps adopted in pursuance of section 3 of the Act, the results achieved, and the proposed line of action for the future, etc.

2. The Memorandum outlined in the foregoing paragaraph should be confined to industrial establishments within the "Provincial Sphere" only, that is to say, it should not cover Federal Railways, major ports, oil-fields, mines and establishments owned or controlled by the Central Government. It is proposed to compile a separate memorandum covering establishments within the "Central Sphere" and for this purpose the Government of India may be furnished with a separate note (also in duplicate) containing such particulars as may be readily available in respect of mines and oil-fields if any. This note may also be sent along with the short memorandum mentioned above by the middle of February 1948.

I have the honour to be,
Sir,
Your most obedient Servant,
H. Khanna,
Deputy Secretary to Govt. of India.

Copy to the:-
Ministry of Transport
" Railways
" Works, Mines and Power
" Finance
" Defence
" Health
" Agriculture
" Communications
" Industry and Supply

with.....

with the request that a Memorandum on the lines indicated in paragraph 1 above, in respect of industrial establishments under their control, may be furnished (in duplicate) so as to reach this Ministry not later than the 15th February 1948.

Copy to the Chief Labour Commissioner. The Memorana and notes forwarded by the Provincial Governments and Chief Commissioners and the Ministries of the Government of India in respect of establishments in the "Central Sphere", will be passed on to him as and when received. He is requested to compile and submit to this Ministry not later than the 29th February 1948 a self-contained memorandum relating to the "Central Sphere" establishments, on the basis of the information furnished by the Provincial Governments and Chief Commissioners and Ministries of the Government of India, supplemented by such other information as may be available in his office or can be easily collected by him.

Copy to the Director (Labour Conferences).

Government of India
Ministry of Industry & Supply

Industries Conference - December, 1947.

Sub: Special Committee on Capital and Labour Relations

A meeting of the Special Committee on Capital and Labour Relations will meet under the chairmanship of the Hon'ble the Prime Minister in his room (No.10) in the Council House, New Delhi, tomorrow (18-12-1947) at 11 a.m. immediately after he has addressed the Industries Conference.

A copy of the draft resolution circulated to the Conference yesterday and a copy of a draft resolution put forward by certain sections of labour are attached.

New Delhi,
The 17th December 1947.

S.A. Venkataraman,
Secretary.

D R A F T.

This Conference considers that the increase in production which is so vital to the economy of the country can only be achieved by the fullest co-operation between labour and management and stable and friendly relations between them. The employer must recognise the proper role of labour in industry and the need to secure for labour full wages and working conditions; labour for its part must give equal recognition to its duty in contributing to the increase of the national income without which a permanent rise in the general standard of living cannot be achieved. Mutual discussion of all problems common to both and a determination to settle all disputes without recourse to interuption in or slowing down production should be the common aim of employers and labour. The system of remuneration to capital as well as labour must be so devised that, while excessive profits will be prevented by suitable measures of taxation and otherwise, both will share the product of their common effort after making provision for payment of fair wages to labour, a fair return on capital employed in the industry, and reasonable reserves for the maintenance and expansion of the undertaking. Arrangements must be made for the increasing association of labour in all matters concerning industrial production.

For attaining these objectives, this Conference recommends:

that the fullest use should be made of existing statutory machinery for the resolution of industrial disputes in a just and peaceful manner;

the establishment of machinery, Central, regional and functional, for the study and determination of fair wages and conditions of labour, and fair ~~wages and~~ remuneration for capital and management; and methods for the association of labour in all matters concerning industrial production, such as the formation of Central Regional and Unit-Production Committees;

the constitution in each industrial undertaking of Works Committees representing management and labour for the settlement, in the light of general agreements in force, of any disputes which may arise from day to day;

that, as a furst step towards improving the standard of living of workers, immediate attention should be devoted to the problem of housing of industrial labour;

that, the principles enunciated above having been accepted, labour and management should agree to a three-year truce during which should be no lock-outs, strikes or ~~xx~~ slowing down of production.

This Conference invites labour and Management to assist Government to secure, promote and guarantee such agreements between the parties as will usher in a period of contented and orderly advancement towards a co-operative Commonwealth.

DRAFT PUT FORWARD BY CERTAIN SECTIONS OF LABOUR

Dated. 17.12.47

Whereas the increase in production which is so vital to the economy of the country cannot be achieved without the fullest co-operation between labour and management and without the establishment of stable and friendly relations between them;

Whereas it is necessary for the employers to recognise the proper role of labour in industry and to realise the need to secure for labour fair wages and working conditions;

Whereas it is necessary for labour to give equal recognition ~~x~~ to its duty of contributing to the increase of national income with a view to its equitable distribution without which a permanent rise in the standard of life cannot be achieved;

whereas mutual discussion of all problems common to both and a determination to settle all disputes without recourse to interruptions in or showing down production are essential for ensuring increase in production;

Whereas the system of remuneration to capital as well as labour must be so devised that, while excessive profits will be prevented by suitable measures of taxation and otherwise, both should share the product of their common effort after making provision for payment of fair wages to labour, a fair return on capital employed in industry, and reasonable reserves for the maintenance and expansion of the undertaking and;

Whereas arrangements must be made for the increasing association of labour in all matters concerning industrial production, distribution and costing;

This....

This Conference recommends -

(a) the establishment of machinery, tripartite or bipartite as the case may be, Central, regional and functional, for the study and determination of fair wages and conditions of labour and fair remuneration for capital and management; and methods for the association of labour in all matters concerning industrial production, distribution and costing, such as the formation of Central Regional and Unit Production Committees.

(b) the constitution in each industrial undertaking of Works Committees representing management and duly elected representatives of labour for the settlement of any dispute which may arise from day to day.

(c) that the fullest use should be made of all available machinery for the resolution of industrial disputes in a just and peaceful manner.

(d) that, as a first step towards improving the standard of living of workers, immediate attention should be devoted to the problems of housing of industrial & labour.

(e) that, the principles enunciated above having been accepted, labour and management should agree to assist fully in increasing production by avoidance of all strikes and lock-outs as far as possible.

This conference invites Labour and Management to assist Government to secure, promote and guarantee such agreements between the parties as will usher in a period of contented and orderly advancement towards a co-operative Commonwealth

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Government of Madras
Development Department

Endorsement No.1427-PI/48, dated 16th January 1948.

Referred to the Commissioner of Labour for remarks before 5th February 1948.

Sd/ ** ** 16-1-48
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To the Commissioner of Labour (with enclosures)

GOVERNMENT OF MADRAS
Development Department

Letter No. Ms. 586.

From

The Secretary to the Government of Madras,
Development Department,
Fort St. George Madras

To

The Secretary to the Government of India,
Ministry of Labour,
NEW DELHI.

Dated Fort St. George the 6th February 1948.

Sir,

Sub: Labour - Survey of the position regarding Works Committees.

With reference to Rai Bahadur Khana's letter No.LT. 59/(2), dated 23rd December 1947, I am directed to state that there were no Works Committees in this Province before the Industrial Disputes Act, 1947 came into force nor have they been set up till now. I am to add that it is proposed to constitute these Committees shortly as soon as the rules under the Industrial Disputes Act are issued.

Yours faithfully,

Sd/ ** **
** **

Copy to the Commissioner of Labour.

(True copies)

for Superintendent,
Madras Record Off

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